

2005 ANNUAL PUBLIC FILE EEO REPORT

December 1, 2004 – November 30, 2005

(To be completed by each station or each station group annually and placed in each station's public inspection file and on each station's web site)

Call Sign of Station(s): WJAR-TV

1. List all full-time job vacancies filled by any station covered by this report during the past year.

Account Manager
Assignment Editor
Assistant News Director
Executive Producer – Dayside
Executive Producer – Nightside
IT Analyst
Meteorologist
Promotion Assistant
Promotion Producer
Sports Anchor Reporter
Traffic Manager

For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Please see Attachment A**

Please Refer to Attachment B– NBC 10 WJAR RECRUITMENT RESOURCE LIST

2. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

Job Vacancies	No. Of Interviews
Account Manager	13
Assignment Editor	6
Assistant News Director	5
Executive Producer – Dayside	6
Executive Producer – Nightside	6
IT Analyst	9
Meteorologist	4
Promotion Assistant	12
Promotion Producer	6
Sports Anchor Reporter	7
Traffic Manager	15

Total	89
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3. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
GE Careers	5
Hotjobs.com	2
Internal	11
Medialine.com	1
Monster.com	2
NBCjobs.com	2
Providence Journal	4
WJAR Website (turntoten.com)	15

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

Participation with Emma Bowen Foundation for Minority Interests in Media:

WJAR is an active participant in The Emma Bowen Foundation for Minority Interests in Media. The Foundation was established by the media industry to help increase access to permanent job opportunities for minority students. The Foundation's program is unlike other intern programs in that students work for participating companies during summers and school breaks from high school until they graduate from college. Corporations have an opportunity to guide and develop minority students at a relatively low cost with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation to help pay for college tuition and expenses. Mentoring from selected staff at WJAR is also a key element of the program. The station hired a qualified minority female student from Cranston West High School in June, 2004, and she returned for her second period of employment from June, 2005-August, 2005. Participation in this program allows the opportunity for the station to grow a future workforce.

Partnered with the Metropolitan Regional Career and Technical Center, alternative inner city high school:

Student recruited in fourth quarter of 2004 continued his internship through May, 2005. The station also recruited an additional minority student to begin an internship, learning academic skills through real-world problem solving. Expected duration of internship: December, 2005-May, 2006.

Also provided a tour for 11 incoming Met School 9th-grade students (part of their orientation), 6/30/05.

Partnered with Year Up:

Year-Up is a unique program for low-income high school graduates and GED recipients. It provides a one-year IT training program, leading to technical careers or more advanced education. As part of this program, WJAR offered a 6-month paid apprenticeship to one student, beginning in July, 2005, which continues through December 31, 2005.

Participant in Project Hope, July-August, 2005:

Participated in a summer jobs program as part of a partnership with the Greater Providence Chamber of Commerce, the RI Commodores, and Hope High School. NBC10 hired one minority student who assisted in the Advertising & Promotion Department. At the same time she was able to learn about the various positions at the station and was mentored by the Vice President-Advertising & Promotion.

International Visitor Leadership Program, 6/1/05

The International Visitor Leadership Program annually brings to the United States approximately 5,000 foreign nationals from all over the world to meet and confer with their professional counterparts and to experience America firsthand. The visitors, who are selected by American Foreign Service Officers overseas, are current or potential leaders in government, politics, the media, education, labor relations, the arts, business and other fields. WJAR hosted 5 journalists from Iraq, Bhutan, Norway, South Africa, and Yemen.

WJAR Internship Program

WJAR has worked closely with various colleges, universities and high schools to build an active and healthy internship program. During the current Annual Report year, 31 interns have participated in the station's program.

Rhode Island School-to-Career Week, Live Videocast, 5/10/05

- Participants: Joe Doris, Operations Manager; Tina Mercurio, Production Technician
- Spoke to juniors and seniors throughout RI, a live audience but taped for later viewing, on “How I Got to Where I am Today”, to help motivate students to look for their passion in life sooner than later.

Rhode Island School-to-Career, RI Department of Labor & Training, Educator Extern Program,

- Educator: Ann Marie Patterson, Narragansett High School
- Three-week externship in News, 7/25/05-8/12/05.

Bryant University Career Fair, 3/23/05

- Participants: Joanne Schenck, Director of Human Resources; Joannie Collins, Personnel Administrator/EHS Supervisor
- Recruit students for internships and future job openings.

Mt. Pleasant High School's Career Day, 5/3/2005

- Participant: Kathy Maury, Traffic Manager
- Discuss different careers within NBC10 and the television industry.

Job Shadowing Opportunities

- One student from Scituate High School, half-day job shadowing, 6/15/05
- One student from New England Laborers'/Cranston Public Schools Construction Career Academy, half-day job shadowing, 6/22/05
- Two students from Providence Summerbridge at the Wheeler School attended a half-day of shadowing with News and Operations personnel, 7/20/05

Minority Enterprise Development Business Expo, 11/16/05

- Participants: Joanne Schenck, Director of Human Resources; Joannie Collins, Personnel Administrator/EHS Supervisor
- Recruit for internships and job openings

ATTACHMENT A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WJAR-TV

Job Title: Account Manager

Date Job Filled: 12/20/2004

Recruitment Source

That Referred

Ultimate Hire: www.turntoten.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>SEE APPENDIX A (ATTACHED FOR A COMPLETE LIST OF NBC 10 WJAR-TV RECRUITMENT SOURCES.</p> <p>NBC 10 ADDS AGENCIES TO THIS LIST UPON WRITTEN REQUEST</p>				

ATTACHMENT A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WJAR-TV

Job Title: Assignment Editor

Date Job Filled: 03/21/2005

Recruitment Source

That Referred

Ultimate Hire: Friend/Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: WJAR-TV

Job Title: Assistant News Director

Date Job Filled: 07/25/2005

Recruitment Source

That Referred

Ultimate Hire: NBC Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
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Station: WJAR-TV

Job Title: Executive Producer-Dayside

Date Job Filled: 06/06/05

Recruitment Source

That Referred

Ultimate Hire: turntoten.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: WJAR-TV

Job Title: Executive Producer - Nightside

Date Job Filled: 06/06/05

Recruitment Source

That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
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Station: WJAR-TV

Job Title: IT Analyst

Date Job Filled: 08/22/05

Recruitment Source

That Referred

Ultimate Hire: Hire Knowledge Employment Services

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: WJAR-TV

Job Title: Meteorologist

Date Job Filled: 06/01/2005

Recruitment Source

That Referred

Ultimate Hire: www.turntoten.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: WJAR-TV

Job Title: Promotion Assistant

Date Job Filled: 06/13/2005

Recruitment Source

That Referred

Ultimate Hire: Yahoo!

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WJAR-TV

Job Title: Promotion Producer

Date Job Filled: 09/12/2005

Recruitment Source

That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WJAR-TV

Job Title: Sports Anchor/Reporter

Date Job Filled: 02/07/2005

Recruitment Source

That Referred

Ultimate Hire: NBC Talent Relations

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WJAR-TV

Job Title: Traffic Manager

Date Job Filled: 01/03/2005

Recruitment Source

That Referred

Ultimate Hire: nbcjobs.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
SEE APPENDIX A (ATTACHED FOR A COMPLETE LIST OF NBC 10 WJAR-TV RECRUITMENT SOURCES.				
NBC 10 ADDS AGENCIES TO THIS LIST UPON WRITTEN REQUEST				

ATTACHMENT B – NBC 10 WJAR RECRUITMENT RESOURCE LIST

African Americans in Advertising
P.O. Box 5375
New York, NY 10185
(212) 592-0132

Career Counselor
American Women in Radio & Television
8405 Greensboro Drive
Suite 800
McLean, VA 22102
(703) 506-3290

Asian American Journalists Association
1182 Market Street, Suite 320
San Francisco, CA 94102
(415) 346-2051

Assoc. of Latino Professionals in Finance & Acct.
510 W. Sixth Street
Suite 400
Los Angeles, CA 90014
(213) 243-0004

Black Broadcasters Alliance
711 West 40th Street
Suite 330
Baltimore, MD 21211
(412) 489-9788

Executive Director
Blacks Interested in Communications
1468 Broad Street
Providence, RI 02905
(401) 941-9370

Career Planning Services
Brown University
Box 1907
Providence, RI 02912
(401) 863-3326

Placement Office
Bryant College
1150 Douglas Pike
Smithfield, RI 02917
(401) 232-6090

Executive Director
CHisPA
421 Elmwood Avenue
Providence, RI 02903
(401) 467-0111

Career Services
Community College of RI
Knight Campus
East Avenue
Warwick, RI 02886
(401) 825-2050

Chapter President
Connecticut Association of Black Communicators
c/o The Hartford Courant
285 Broad Street
Hartford, CT 06115
(860) 241-6521

D.E.A.F., Inc.
215 Brighton Avenue
Brighton, MA 02134
(617) 254-4041

Career Development & Placement Services
Eastern New Mexico University
Portales, NM 88130

Office of Career Services
Emerson College
100 Beacon Street
Boston, MA 02116
(617) 824-8586

Emma Bowen Foundation for Minority
Interests in Media
1299 Pennsylvania Avenue, NW
11th Floor
Washington, DC 20004
(202) 637-4494

Hire Diversity.com
425 Pine Avenue
Santa Barbara, CA 93117
(732) 531-5926

Hispanic American Chamber of Commerce
67 Broad Street
Boston, MA 02109
(617) 261-4222

Career Counselor
Hispanic Link News Service
1420 N. Street., NW
Washington, DC 20005

Career Services
Hispanic Media Coalition
645 Elmwood Avenue
Providence, RI 02907

Career Planning & Placement Service Manager
Howard University
6th & Bryant Sts., NW
Washington, DC 20059

Journalism Next.com
1804 W. Abingdon Dr.
Suite 202
Alexandria, VA 22314
(703) 629-0178

Latino Professional Network
P.O. Box 6019
Boston, MA 02209
(617) 247-1818

Career Resource Center
Lesley College
29 Everett Street
Cambridge, MA 02138

NAAAP - Boston Chapter
P.O. Box 381435
Cambridge, MA 022381435
(781) 937-7072

Career Counselor
NAB Employment Clearinghouse
1771 N. Street, NW
Washington, DC 20036
(202) 429-5498

National Association of Black Journalists
ESPN Plaza
Building 3
Bristol, CT 06010
(860) 766-2406

Career Counselor
National Association of Media Women, Inc.
157 West 126th Street
New York, NY 10027

President
National Council of Hispanic Women
5905 Darlene Drive
Clinton, MD 20735
(312) 236-2622

Black Executive Exchange Program
National Urban League
120 Wall Street
New York, NY 10021

Career Counselor
Native American Journalists Association
555 Dakota Street
Al Neuharth Media Center
Vermillion, SD 57069
(612) 874-8833

Executive Director
NCCJ
c/o The Shepard Bldg, Rm 227
80 Washington St.
Providence, RI 02903
(401) 467-1712

Career Counselor
New England Institute of Technology
Warwick, RI 02886

Career Counselor
National Association of Hispanic Journalists
1193 National Press Building
Washington, DC 20045
(202) 662-7145

Region 1 Director
National Association of Black Journalists, Inc.
University of Maryland
8701-A Adelphia Road
Adelphia, MD 20783-1716
(202) 662-7145

Career Counselor
National Black MBA Associations
180 N. Michigan Avenue
Suite 1515
Chicago, IL 60601
(312) 236-2622

National Hispanic Media Coalition
3550 Wilshire Blvd.,
Suite 670
Los Angeles,, CA 90010
(213) 385-8573

National Urban League Young Professionals
88 Warren Street
Roxbury, MA 02119
(617) 442-5159

Nat'l Black MBA Association
P.O. Box 181188
Boston, MA 021180012
(617) 989-0331

Career Services
Network of Hispanic Communicators
P.O. Box 22313
Dallas, TX 75222313

Career Services
Northeastern University
P.O. Box 895
Boston, MA 02117
(617) 373-4249

Career Counselor
National Association of Black Accountants
7249-A Hanover Parkway
Greenbelt, MD 20770

Career Services Career Counselor
National Association of Black Sales Prof.
503 S. Oak Park Avenue
Oak Park, IL 60304

National Black Media Association
180 N. Michigan Ave. #1515
Chicago, IL 60601, IL 60601
(202) 387-8155

National Society of Black Engineers
1454 Duke Street
Alexandria, VA 22340
(703) 549-2207

Career Counselor
National Vietnam Veterans Coalition
641 S. York Road
Bensenville, IL 60106
(630) 350-8626

Nat'l Black Public Relations Society
6565 Sunset Blvd.
Suite 301
Hollywood, CA 90028
(323) 466-8221

Director of Placement Services
New England Institute of Arts
10 Brookline Place West
Brookline, MA 024457295

Career Counselor
Providence Human Relations Comm.
25 Dorrance Street
Providence, RI 02903
(401) 421-3708

Career Counselor
Radio & Television News Directors Assoc.
1600 K Street, NW
Suite 700
Washington, DC 200062838
(202) 467-5257

Career Services
RI College
600 Mount Pleasant Avenue
Providence, RI 029081924
(401) 456-8000

Career Counselor
RI Indian Council
807 Broad Street
Providence, RI 02907
(401) 941-3398

Career Counselor
RI Job Service
109 Main Street
Pawtucket, RI 02860

Career Counselor
RI People of Color in Media
P.O. Box 40845
Providence, RI 029400845

Placement Office
Roger Williams University
Bristol, RI 02809
(401) 254-3448

SER - Jobs for Progress
164 Bedford Street
Fall River, MA 02720

Career Counselor
SER - Jobs for Progress
101 Main Street
Suite 302
Pawtucket, RI 02860
(401) 724-1820

Career Counselor
Society of Professional Journalists
3909 N. Meridian Street
Indianapolis, IN 462084045
(765) 653-3333

Publisher
Spots & Dots
167 Oakdale Road
Johnson City, NJ
(607) 729-7331

Unity
1601 North Kent St.
Suite 1003
Arlington, VA 22209
(703) 469-2100

Career Services
University of Mass. At Boston
100 Morrissey Boulevard
Boston, MA 021253393
(617) 287-5000

University of New Mexico - Career Services
(505) 562-2241

Career Services
University of Rhode Island
90 Lower College Road
Suite 4
Kingston, RI 02882
(401) 874-2311

Career Counselor
Urban League of Rhode Island
246 Prairie Avenue
Providence, RI 02905
(401) 351-5000

VA Regional Office
380 Westminster Street
Providence, RI 02903
(800) 358-4340

Director - Human Resources
Vocational Resources
100 Houghton Street
Providence, RI 02904
(401) 861-2080

Special Project Coordinator
Wheaton College
Filene Center for Work & Learning
Norton, MA 02766
(508) 286-8200

WJAR NBC 10 -
Website: www.turntoten.com
Tollfree Jobline: 1-800-522-0098

Requested resource:
www.medialine.com

